



**GSM CAREER PATH
(SW)**



GSMs are Gas Turbine Technicians (Mechanical) that are responsible for operating, maintaining and repairing the mechanical components of gas turbine engines and main propulsion machinery including reduction gears, shafts and controllable pitch propellers; auxiliary equipment and propulsion control systems.					
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT
28-30	GSCM	20.6 Yrs	CMC	36	4 th Shore Tour Billet: Training Manager, Ship Supe, ATG Lead. Duty: Squadron, Schoolhouse. Qualification: MGTI.
24-28	GSCM	20.6 Yrs	CMC	48	4 th Sea Tour Billet: Dept. LCPO. Duty: CG/DDG/FFG/LCS/LHA/LHD. Qualification: EOOW, ETT Coordinator.
21-24	GSCM GSCS	20.6 Yrs 16.8	CWO, CMC, CSC, RDC, Recruiter	36	3 rd Shore Tour Billet: Instructor, Curr Dev, Ship Supe, Lead Technician. Duty: RMC, SWOS, Squadron, NRD, RTC. Qualification: ATS, MTS, MGTI.
17-21	GSCS GSMC GSM1	16.8 Yrs 14.7 10.6	CWO	48	3 rd Sea Tour Billet: Dept LCPO, Div. LCPO. Duty: ACU/CG/DDG/FFG/LCS/LHA/ LHD/LCAC. Qualification: Prop Plant Mgr (4206 NEC), ESWS, Engine room Operator, PACC, EPCC, EOOW, GSCS-ETT Coordinator.
14-17	GSMC GSM1	14.7 Yrs 10.6	LDO, CWO, RDC, Recruiter	36	2 nd Shore Tour Billet: Instructor, Maintainer. Duty: ATG, RMC, SWOS, RTC Qualification: ATS, MTS, MGTI.
9-14	GSM1 GSM2	10.6 Yrs 4.7	LDO	60	2 nd Sea Tour Billet: Technician, LPO. Duty: ACU/CG/DDG/FFG/LHA/ LHD. Qualification: Prop Plant Mgr (4206 NEC), EAWS, ESWS, Engine Room Operator (ERO), PACC, EPCC, EOOW.
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6-9	GSM2 GSM3	4.6 Yrs 2.4	STA-21, OCS, MECP, NAVAL ACADEMY, NROTC, Recruiter	36	1 st Shore Tour Billet: Instructor, Recruiter, Maintenance Technician. Duty: NSYD, RMC, ATG, SWOS. Qualification: MTS, ATS, Inspector.
2-6	GSM2 GSM3	4.6 Yrs 2.4 Yrs	STA-21, OCS, MECP, NAVAL ACADEMY, NROTC	53	1 st Sea Tour Billet: Maintenance Technician. Duty: ACU/CG/DDG/FFG/ LHA/ LHD. Qualification: WCS, ESWS, ERO, EAWS.
1+/-	GSMFN GSMFA Accession Training	9 Months			Recruit Training, "A" and "C" Schools.
YEARS OF SERVICE	CAREER MILESTONES	AVERAGE TIME TO PROMOTE	COMMISSIONING OR OTHER SPECIAL PROGRAMS	SEA/ShORE FLOW	TYPICAL CAREER PATH DEVELOPMENT

BUPERS-32 (Surface Enlisted Community Manager) Notes:

1. In rate shore duty is limited; normally A or C school instructor and Repair Facilities. Most can expect a tour in recruiting or as an RDC.
2. Tours at NPC and BUPERS require screening.
3. The Marine Gas Turbine Inspector (MGTI) program is open to E-7 and above. Sea tours for MGTIs are limited to squadrons.
4. The GSM and GSE ratings merge at the E-8 level to GSCS.

Suggested Career Milestones to Attain Engineering Department LCPO (Top Snipe):

1. SEA 1 (approximately 5 years of service upon completion).
 - a. Advance to E-5.
 - b. Qualify: Propulsion Systems Monitor (PSM), Engine Room Monitor (ERM), Equipment Room Operator (ERO), Auxiliary Equipment Monitor (AEM), Electrical Plant Control Console (EPCC), Propulsion Auxiliary Control Console (PACC), Engineering Training Team (ETT), Work Center Supervisor (WCS)/Enlisted Surface Warfare Specialist (ESWS)
 - c. Purpose: These qualifications are part of the big picture required by a Departmental Leading Chief Petty Officer (DLCPO). Each represent the building blocks necessary for a future DLCPO to take the next step as the technical expert, whether it be teaching a "C" school on shore 2 or leading a main space as Leading Petty Officer (LPO)/LCPO on sea 2. These qualifications are the immediate predecessors to the Engineering Officer of the Watch qualification.



GSM CAREER PATH (SW)



- d. Prerequisites for Qualifications to include:
- (1) ESWS.
 - (a) Qualify: Fire Party On Scene Leader, Chemical Biological Radiological (CBR), Investigator, Plotter.
 - (2) PSM/ERM.
 - (b) Qualify: 3M Maintenance Man, Basic Damage Control (DC), Sounding & Security, ASM, Switch Board Operator.
2. SHORE 1 (approximately 8 years of service upon completion).
- a. E-5/E-6.
 - b. Regional Maintenance Center (RMC), In-Rate Instructor.
 - c. Purpose for these duties :
 - (1) Hone the journeyman skills and experiences required to maintain maximum operational capability of the engineering plant.
 - (2) First shore tour has been identified as the most flexible of all shore assignments and presents the optimal time for special program assignments.
 - d. Qualify Quality Assurance Inspector (QAI), Master Training Specialist (MTS).
3. SEA 2 (approximately 13 years of service upon completion).
- a. E-6/E-7.
 - b. Qualify EOOW, ETT, Oil King, Department 3M Officer, Engineering Operational Sequencing System (EOSS) Custodian, Maintain Auto log, LPO/Division LCPO.
 - c. These qualifications and programs all fall under the knowledge responsibilities of a Department LCPO. A complete and up to date knowledge of these qualifications and programs are the keystone principals for the Sailor.
 - d. If Small Ship: Department LCPO, ETT Coordinator.
4. SHORE 2 (approximately 16 years of service upon completion).
- a. E-7/E-8 (Top Performers).
 - b. RMC (Ship Supervisor, QAO qualification), In-Rate Instructor, Afloat Training Group (ATG).



GSM CAREER PATH (SW)



5. SEA 3 (approximately 20 years of service upon completion).
 - a. E-8/E-9 (Top Performers).
 - b. ETT Coordinator, Department LCPO.
 - c. Navy Enlisted Classification (NEC) 4206 (If not completed on second sea tour).
 - d. Engineering Dept. LCPO (“Top Snipe”)
6. SHORE 3 (approximately 24 years of service upon completion).
 - a. E-8/E-9.
 - b. Flag level duty/ATG Lead.
7. SEA 4 (approximately 27 years of service upon completion).
 - a. E-8/E-9.
 - b. Engineering Dept. LCPO (“Top Snipe”)